PROFESSIONAL
Learning

Enthusiastic about and committed to supporting lifelong learning

Example: Hosting brown bags on copyright

PROFESSIONAL
Impact

Being open to change and committed to making an impact

Example: volunteering to staff a study break for students during finals

PROFESSIONAL
Inquiry

Shaping our teaching and learning services to support active learning

Example: Using Critical Information Literacy skills when instructing students

PROFESSIONAL
Access

Seeking to act collectively to make resources available to all

Example: Encouraging researchers to deposit their publications in institutional repositories

PROFESSIONAL
Education

Promoting the value of equitable access to higher education for all

Example: Promoting and assisting with the development of open educational resources

PROFESSIONAL
User Orientation

Prioritizing the user's experience at the library

Example: Surveying on a regular basis to determine user needs

PROFESSIONAL
Marketing

Crafting and delivering narratives promoting the impact of library professionals on the institution

Example: Publishing a monthly newsletter sharing library impact stories and data

PROFESSIONAL
Scholarly

Conducting research and contributing to knowledge production in the institution

Example: Writing papers and creating other resources to advance the profession

PROFESSIONAL

Development

Participating in donor fund raising and grant writing

Example: providing ideas for fundraising and grant-writing opportunities

STRATEGIC

Risk

Experimenting, taking risks, and learning from failure

Example: Prototyping a new service point in the library

STRATEGIC

Vision

Understanding where the institution is headed and how the library going to get there

Example: Using university goals to inform library goals

STRATEGIC

Diversity and Inclusion

Actively seeking ways to strengthen communities through diversity and inclusion

Example: Creating an archival exhibit to support women's history month

STRATEGIC

Alignment

Actively advancing the institution's mission through your work

Example: Measuring success of a new entrepreneurship lab based on the library's goals

~~STRATEGIC~~

Change Management

Being aware of how change impacts people and taking steps to enact change

Example: Taking a change management class or workshop

STRATEGIC

Diversity

Recruiting and retaining a diverse workforce

Example: Developing mentor mentee programs

STRATEGIC

Ownership

Practicing inclusive decision-making to foster ownership and shared responsibility

Example: Getting buy-in from colleagues during projects

Outreach

Identifying, creating, and sustaining partnerships with other entities on campus and off campus

Example: Partnering with student affairs to offer career workshops in the library

Open Materials

Able to explain what OER/OA/Open Pedagogy is

Example: Explains the difference between a "free" learning resource and an "open" one to a faculty member

Creativity

Developing creative solutions to challenging problems

Example: Creating a book drop for used textbooks

Design Thinking

Employing design-thinking and other team-based approaches to find innovative solutions

Example: Sponsoring a hackathon to support undergraduate entrepreneurial projects

Project Management

Managing projects to effectively use resources

Example: Using project management software

Professional Activity

Reading and applying research as a productive member of a scholarly community

Example: Going to conferences, staying up to date, and applying what you learn in your daily work

Accessibility

Making library resources and spaces available to all users independently, regardless of ability

Example: Building a new entrance to accommodate wheelchair users

Technology

Selecting and using the most appropriate and current tools to accomplish tasks

Example: Evaluating different tools for citation management

Assessment

Collecting data and assessing it in order to prioritize and match resources with needs.

Example: Looking at gate counts to determine service hours

Goal-oriented

Collaborate with colleagues to achieve our goals at the library

Example: developing initiatives to support library goals

Confidence

Promoting and realizing the value in what we do

Example: Having conversations with faculty about how we can help them.

Collaboration

Communicate and collaborate effectively to make sure a range of perspectives are expressed

Example: Seeking input from multiple populations

Accountability

Participate actively and hold ourselves accountable. Show up and show initiative. Show results.

Example: Delivering and finishing projects on time and as promised

Ethics

Approaching our work with a sense of morals and values

Example: Investigating companies before building partnerships or purchasing materials

Coordination

Communicate to align people and activities

Example: Offering clear expectations about library events

Social Justice

Being aware of inequality and taking action to create a more just world

Example: Petitioning the Library of Congress to change subject headings

Empathy

Aware of and sensitive to impact on others

Example: Exercising compassion with a student in crisis

MAKERSPACES

Facilitated learning

Using learning processes that encourage users to take control of their own learning.

Example: Having students talk to each other to solve problems.

MAKERSPACES

Textiles

Capable of supporting the use sewing machines, knitting, weaving, etc in the makerspace.

Example: Offering a digital embroidery workshop.

MAKERSPACES

Digital Fabrication

Capable of supporting 3D design, 3D printing, CNC, and other methods of computer based fabrication.

Example: Offering 3D printers for use in the space.

MAKERSPACES

Circuitry

Capable of supporting soldering, circuit board creation, breadboards, and supporting materials.

Example: Having a soldering station in the space.

MAKERSPACES

Coding

Capable of supporting programming for devices such as Arduino, Raspberry Pi, and other IoT devices,

Example: Creating a workshop on data collection using Arduinos.

MAKERSPACES

Wood working

Capable of supporting saws, drills, and other wood working tools.

Example: Safely offering a drill press for use in the space.

MAKERSPACES

Media creation

Supporting the creation of audio and video projects.

Example: Offering a podcasting class.

Hands-on learning

Having a familiarity with pedagogy based on constructivist theory.

Example: "Egg drop" workshop for a physics class.

MAKERSPACES

Creativity

Employing and supporting creative processes such as divergent thinking.

Example: Using maker tools to make art.

MAKERSPACES

Critical Making

Employing a pedagogical method of creation that uses a reflection process on the act of making itself.

Example: Creating a lesson where objects are made using novels as inspiration.

MAKERSPACES

Engineering

Supporting engineering processes and ways of problem solving.

Example: Building a water pump in the makerspace.

MAKERSPACES

Safety

Understands how to introduce technologies safely and provide and oversee safety training to users and staff.

Example: Making appropriate personal protective devices available in space

MAKERSPACES

Legal

Navigating campus legal resources and establishing and maintaining policies around use of space and about issues of intellectual property and copyright.

Example: Creating policies around the IP ownership of work created in makerspace.

MAKERSPACES

Building facilities

Ability to work with facilities partners to ensure appropriate spaces are created and maintain for making activities.

Example: Advocating for appropriate venting in makerspace.

MAKERSPACES

Credentialing

Creating systems that show user progress through a set of materials and/or allow for access based on users' completion of training.

Example: Creating a set of 3D design workshops that result in a "3D expert badge."

MAKERSPACES

Pedagogy and Andragogy

Understanding the practice of teaching

Example: Student engagement, active learning

Classroom Management

Able to engage in a discussion with students and know how to respond to difficult questions and manage disruptive behavior.

Example: Discussions; behavior issues; managing controversial issues

Instruction Design and Technology

Basic Instruction Design and Technology (ADDIE, Backwards Design, Learning Outcome Statements, Assignment Design, Universal Design for Learning, Assessment Methodologies

Example: contemporary theory and practice

Curriculum Development (F2F/ Online)

Equally effective developing learning content and curriculum for F2F and online learners

Standards for Information Literacy

Knowledge of national or international frameworks or standards for information or digital literacy.

Faculty/Academic Dept Collaboration

Active involvement in an academic department, curriculum committee, general education program or other institutional units where decisions are made about content, standards or learning outcomes in order to increase chances for library integration into the curriculum.

Example: Curriculum mapping; research assignment design

Educational Technology/LMS integration

Capable of integrating their learning objects into courseware, but also qualified to have an active presence in a course as an embedded librarian.

Personal Philosophy of Teaching

Establishes personalized philosophy of teaching that guides their instruction activity.

Accessible Learning Materials

Making instruction available to learners of all types

Example: Universal design for learning

Learning Assessment Methodologies

Understanding and applying various methods for assessing learning

Example: Pre- and post-testing